



**POSITION: ENTRY LEVEL FIREFIGHTER/PARAMEDIC**

**FINAL FILING DATE: JUNE 30, 2023**

## THE POSITION

The Cosumnes Fire Department is seeking qualified persons for the position of Firefighter/Paramedic.

**From the hire date through the successful completion of the Department's Academy, the newly-hired personnel will be classified as a Fire Recruit.** Fire Recruit is an entry-level classification that describes the prospective firefighters during the duration of the Department's Academy. Recruits are required to complete the formal training program in fire suppression, technical rescue, patient care, hazardous materials response, and physical fitness. Fire Recruits are considered limited-term, unrepresented "at-will" employees. Upon successful completion of the Academy, Fire Recruits will be reclassified to the rank of Firefighter Step 1.

Upon reclassification to Firefighter Step 1, the employee will become a member of the Fire Safety bargaining unit and serve a 12-month probationary period with standard benefits and leave accruals as outlined in the IAFF Local 522 Memorandum of Understanding

(MOU) in effect at the time of appointment. The current MOU is available for review at [CosumnesCSD.gov/local522](https://CosumnesCSD.gov/local522)

## ESSENTIAL DUTIES AND RESPONSIBILITIES

The following duties are intended only as illustrations of the various types of work that may be performed. The omission of specific statements on duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position. Each individual in the classification does not necessarily perform all the duties listed. Employees may perform other related duties at an equivalent level as required.

### A Firefighter:

- ▶ Performs general suppression of fires, rescues, and life-saving duties;
- ▶ Responds to emergency medical calls and renders first aid;
- ▶ Handles fire streams and other fire service equipment in suppression of fires;
- ▶ Operates emergency vehicles;

- ▶ Performs daily housekeeping and station maintenance;
- ▶ Makes required equipment checks and reports mechanical deficiencies;
- ▶ Assists in minor repair of apparatus;
- ▶ Assists in putting equipment and apparatus back in readiness for another emergency;
- ▶ Performs required fire prevention inspections;
- ▶ Participates in public education;
- ▶ Attends scheduled training sessions;
- ▶ Completes and maintains necessary reports and records;
- ▶ Subject to call back;
- ▶ Provides basic life support care to the sick or injured;
- ▶ Provides advanced life support care to the sick or injured (Paramedic).
- ▶ May be assigned to assist with mutual aid for other communities.

Any equivalent combination of education, training, and experience which provides the required skills, knowledge, and abilities may be considered qualifying at the sole discretion of the District.

### ■ Education

- High school diploma or GED equivalent.
- National Registry or State of California Paramedic by closure of application period.
- Successful completion of an accredited regional firefighter training academy.
- Cosumnes River College Fire Intern Academy participants receive preference points.

### ■ Experience

- None required.
- Paramedic field experience is desirable.
- Military veterans receive preference points.

### ■ Special Requirements

- **Must successfully pass the Entry-Level Firefighter Written Examination conducted by the Firefighter Candidate Testing Center (FCTC) between June 30, 2022 - June 30, 2023.**
- **Must provide proof of successful completion of the Candidate Physical Ability Test (CPAT) offered by the California Fire Fighter Joint Apprenticeship Committee taken between June 30, 2022 - June 30, 2023;**
- Must possess and maintain throughout employment a valid California Class "C" driver's license, and maintain a driving record sufficient to be insurable through the District;
- Possession of, or the ability to obtain, a California DMV Firefighter Endorsement by the

end of the Academy; endorsement must be maintained throughout employment;

- Must be 18 years of age or older;
- Must maintain throughout employment a valid paramedic licensure/local accreditation.
- Must pass a pre-employment safety background investigation;
- Must pass a pre-employment medical exam and psychological evaluation;
- Must be tobacco-free for the 12 months prior to date of hire;
- Work assigned in a safety classification requires the employee to wear respiratory protective equipment at times. Employees in a safety classification must comply with the grooming standard for facial hair to ensure safe fitting of the respiratory protection equipment.





## SALARY RANGE

**Fire Recruit:** \$33.46 per hour during the Academy

**Firefighter:** \$6,380 per month upon graduation from Academy plus EMS, educational and longevity incentives as applicable.

**Firefighter Salary Range:** \$6,380 to \$9,136 monthly plus EMS, educational and longevity incentives as applicable.

## BENEFITS

Fire Recruits/Firefighters will be safety members in the California Public Employee Retirement System (CalPERS).

New CalPERS members will have a 2.7% @ 57 pension formula in accordance with the 2012 Public Employees' Pension Reform Act. CalPERS final compensation based on highest thirty-six month period.

Classic PERS members will have a 3% @ 50 pension formula. CalPERS final compensation based on highest twelve months.

## APPLICATION PROCESS

To be considered for this position, all candidates must successfully pass the Entry-Level Firefighter Written Examination and the Candidate Physical Ability Test (CPAT), conducted by the Firefighter Candidate Testing Center (FCTC). The CPAT must be issued after June 30, 2022. Please visit [FCTCOnline.org](https://www.fctconline.org) to register for upcoming CPAT and written tests, and to learn more about the examination process and requirements. Currently, FCTC has Entry-Level Firefighter Written Examinations scheduled in Sacramento and Livermore.

To apply, please visit [CosumnesCSD.gov/Jobs](https://CosumnesCSD.gov/Jobs) and click **Job Opportunities**. This will open a new page. Click on **Entry Level Firefighter** and then on the green **APPLY** tab at the top right of the announcement. Please note **only online applications will be accepted and must be submitted by June 30, 2023** for further consideration.

*The District reserves the right to change the date/time of the deadline or re-open the application period, without notice to the applicants.*

The District reserves the right to make changes to any of the dates/times listed below.

**Oral Interviews:** Applicants may participate in an Oral Board, which will be conducted.

■ **EMS Skills Assessment:** Those candidates who excel in the Oral Board will be invited to participate in a scored EMS patient scenario. ALS/BLS Treatment standards shall be in accordance with National Registry Guidelines, American Heart Association A.C.L.S. guidelines, and the County of Sacramento pre-hospital protocols.

■ **Senior Chiefs Interview:** Candidates who excel in the EMS Skills Assessment may be invited to an interview with the Fire Chief and senior staff. A current resume will be required at the time of interview.

### UNCONDITIONAL OFFER OF EMPLOYMENT CONTINGENT UPON SUCCESSFUL COMPLETION OF THE FOLLOWING:

- **BACKGROUND INVESTIGATION:** A comprehensive professional background investigation shall be conducted on each candidate given a conditional offer of employment. Current and former employers/supervisors will be contacted during the background investigation.
- **PSYCHOLOGICAL EVALUATION:** A comprehensive psychological assessment shall be conducted by a licensed clinical forensic psychologist on each candidate given a conditional offer of employment.
- **MEDICAL EXAMINATION:** Each candidate given a conditional offer of employment must be able to pass a comprehensive medical examination, which includes a drug and alcohol screen, and other "Fitness for Duty" criteria.

**EMPLOYMENT PERIOD:** The Fire Recruit classification is a temporary classification that applies only from the date of hire to the conclusion of the Academy. The Academy term does not count toward the 12-month probationary period of a Step 1 Firefighter.

**ACADEMY:** Anticipated to begin January 2024. Successful candidates in the pre-employment testing process will attend a rigorous State-accredited Academy. Length of the academy to be determined.

**RIGHT TO WORK VERIFICATION:** Documentation verifying candidate's legal right to work in the United States will be required and shall be presented upon hire.

*The Cosumnes CSD is an equal employment opportunity employer. It is our policy to provide equal employment opportunities to qualified individuals without discrimination on the basis of race, color, religious creed, national origin, gender, sexual orientation, age, disability, genetics, covered veteran/military status, or any other status protected by federal or state law.*



For more information: [CosumnesCSD.gov/Fire](https://CosumnesCSD.gov/Fire)